



Olga M. Moucoulis
Chief of Staff
5358 W. Commerce
San Antonio, Texas 78237
Direct: 210-444-7596

Mission Statement

Edgewood ISD provides an exceptional learning experience that engages, empowers, and prepares students to compete and reach their highest potential in an ever-changing World.

Vision

For every child, success in life.
 Edgewood Proud!

Goal 4: Focus on Employee & Organizational Improvement

- The Superintendent will create a handbook for use by principals across the district in order to have consistency on the campus
- The Superintendent will survey staff to get feedback utilizing various employees' satisfaction instruments survey.
- The Superintendent will continue to develop and deploy a recruitment and induction process to attract and support new employees.
- The Superintendent will continue to develop leadership advancement programs in order to grow our own leaders within the district.

System of Great Schools Levers

- Manage School Performance
- Expand Great Options
- Improve Access to Options
- Foster School Autonomy



PROFESSIONALISM
ACCOUNTABILITY
COMMUNICATION

Professional Council

PURPOSE: Professional Council is a group of teachers and staff selected to represent their respective campuses or department in regular meetings with the Superintendent. Each campus and department has a representative and one back-up as part of Professional Council. Professional Council was created to give teachers and staff an opportunity to provide feedback directly to Dr. Hernandez. Prior to each meeting, Professional Council representatives submit questions or concerns to which responses are provided in writing before the meeting. If clarity is needed, questions can be discussed further at the meeting or other topics examined. This group was NOT created to circumvent the principal or established administrative structure in resolving campus issues; this group primarily addresses district-wide concerns.

Guidelines:

- One per campus or department, except for JFK and MHS (2)
- Appointed by principal or department director
- Expected to attend every scheduled meeting
- Make arrangements with principal or department director for alternate to attend meetings in case of unexpected absence or delay.
- Should be willing to solicit and submit campus/department questions in a timely manner
- Coordinate with campus principal or department director regarding questions that are related only to that campus/department; general questions may be submitted without prior review

Questions:

- Questions should be of a general nature, and expressed in the form of a brief, clear question. We reserve the right to edit for content and length to promote clear/concise response.
- Representatives are not required to review questions with their campus principal or department director before submitting them to Olga Moucoulis, Chief of Staff; however, questions of a specific nature related to an individual campus or department situation will be referred back to the submitting representative, and will also be copied to the campus principal and supervisor.
- Only those questions that have been properly submitted by the deadline will be addressed at the meeting. Any questions brought to the meeting or raised during the meeting will be held for research and presentation at the next scheduled meeting.
- In an effort to promote transparency, questions and answers will be posted on the "Staff" Intranet as soon as possible and also shared in a "Staff News" e-newsletter.
- Deadline for submission of questions is one week prior to the meeting, to allow time for research. Meeting reminders will be sent via email to all representatives two weeks before the meeting.

Dates (Subject to change):

October 11th 2018
 December 13th 2018

March 21st 2019
 May 9th 2019



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@ DrH_OnTheEdge
#HernandezListens



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